

# Diversity Steering Committee Meeting Summary

## November, 2005

Every month the Diversity Steering Committee meets to discuss current diversity issues as well as the ongoing implementation of the Diversity Action Plan. In the interest of city wide inclusiveness and creating openness, the Diversity Steering Committee will publish a monthly summary of items discussed. Please review the following items and contact your respective 6-Sided Partnership representative or a Diversity Steering Committee member should you have any questions or suggestions.

**Mission:** To work with each other and the community to make Tempe the best place to live, work, and play.

**Values:** People...Integrity...Respect...Openness...Creativity...Quality...Diversity

### ➤ Highlights from members of the Steering Committee:

#### **TSC:**

- The TSC has requested a change in the city's ordinance to allow them to have meet and confer privileges. They are also working to increase total numbers of vacation time for those with less than 15 years of service.

#### **SEIU:**

- The union recently had an open-house in Mesa. They were pleased with the amount in attendance. They are looking to increase membership by expanding to Pima County.

#### **Public Works:**

- The department has recently formed a 12-member Recruitment Outreach Committee to widen its recruitment pool.
- In an effort to enhance inclusiveness, the department launched Public Works 101, a one-on-one orientation with new employees. The orientation will help new employees understand how their individual efforts contribute to the success of the entire department.

#### **Human Resources:**

- The annual compensation/market survey will be completed November 30, 2005. They will finalize the data to present to the City Manager by December 15, 2005.
- The HR senior management team just finished their retreat. The entire HR department will do a team-building exercise for the departmental retreat December 1, 2005.

#### **TLC:**

- TLC finished customized workshops on business writing and presentations skills for the IT Department.
- The office is operating with a staff of two since Wydale Holmes is out on medical leave.

**City Attorney:**

- Rosemary Rosales is now the Police Department's Legal Advisor.

**TEC:**

- TEC asked Rosa Inchausti, Diversity Manager, to present the SOLVE model at their October meeting. They felt that it was time for a reminder on how to use the tool to resolve conflict.

**TOA:**

- The results of their most recent Customer Satisfaction Survey showed a one-point increase in providing public safety services.

**Fire:**

- The Fire Department just had their department picnic November 5, 2005.
- The department continues to strategically seek new ways of diversifying their pool of candidates for recruitment.

**Diversity:**

- The Diversity Office has been working closely with the Human Relations Commission, the Financial Services Department and the Public Works Department on the creation of a Race Neutral Diversity Supplier Program. The program is an outreach effort to attract more diverse vendors to do business with the city.
  - Nominations are now being accepted for the 2006 HRC Diversity Award. Winners will be recognized at the Diversity Awards Brunch January 16, 2006, hosted by the Human Relations Commission. For the first time, the HRC will honor a vendor with a Diversity Supplier Award.
  - Tempe Talks: A Diversity Dialogue program draws community members throughout the Valley together for seven weeks of dialogue on diversity topics and to share experiences. Applications are currently being accepted for this program. Contact the Diversity Office for more information.
- The Steering Committee finalized the 2005-2006 City of Tempe Diversity Strategic Plan. The strategic plan will be presented at an upcoming Council Committee to receive approval to take the plan to the Council as a whole for formal adoption. The updated strategic plan includes ongoing successful programs and introduces new programs that can be implemented at the workgroup level. Stay tuned, as this strategic plan will be unveiled in the weeks ahead!
- The Steering Committee also reviewed comments from participants of the pilot mentoring program. Based on the feedback, the Steering Committee decided to offer the 6-month program again in 2006 with the added benefit of allowing 2 hour meetings a month on city time.

